

**Laredo Independent School District**  
**Demetrio D. Hachar Elementary School**  
**2016-2017 Campus Improvement Plan**



# Mission Statement

At D.D. Hachar Elementary, we strive to go above and beyond to develop college-ready students armed to enter the workforce in a global society. We believe all students can be resourceful, problem-solvers and future leaders of our community. D.D. Hachar embodies the spirit of success!!!

# Vision

D.D. Hachar Elementary is a family of unified stakeholders committed to setting high expectations to continuously improve our trade. We believe through teamwork, creativity and leading by example, our school will rise to the top. At D.D. Hachar Elementary, teaching with heart matters!!!

# Value Statement

D. D. Hachar Elementary values, hard work, dedication and resilience towards achieving the goals set forth in our Vision and Mission. We value parental involvement, comradery and problem-solving attitudes that get the job done! D. D. Hachar values student success!!!

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# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

Our campus student enrollment is 546. Our student body is 99.27% Hispanic; 94.32% economically disadvantaged; 73.6% are English Language Learners (ELL) and 80.22% of our students are flagged at risk. Our enrollment drops by a 100 or more students every year due to mobility which is at 27.7%. The only constant is that as they move out new students come in. In summarizing our student makeup, D. D. Hachar students fall into more than one category such as special education and bilingual; At Risk and bilingual; and definitely Hispanic, at risk, and limited english language learner. Students identified under each program at our campus are Bilingual 397; gifted and talented 32; special education 46 The attendance rate for our campus is at 95% at this time and has gone down from previous years. Most of our absences have been in the early childhood grade levels as indicated by the principal's attendance report. The average class size is 18 students to one teacher. Our staff population: all hispanic, can communicate in both languages, there is 29 female teachers and 4 male teachers. We have three teachers with a masters degree, and 30 with a bachelors degree. The years of experience range from 8 teachers with 1 to 5 years, 15 teachers with 6 to 10 years, 9 teachers with 11 to 20 years, and 1 with over 20 years experience.

### Demographics Strengths

We believe that the following factors are strengths:

- Consistency in our staff
- 76% of our staff have 6 or more years teaching experience.
- 100% of our teachers are Highly qualified in the area of teaching.
- Pull out intervention for new students from Mexico to develop second language.

### Demographics Needs

We need to work on the following factors: 1. Improve parental involvement on the importance of attendance. 2. Work on our incentive program fundraising to provide incentives to students. 3. Provide students with interventions for developing their second language.

## **Student Achievement**

### **Student Achievement Summary**

D. D.Hachar did well in the 2015 STAAR Accountability Ratings. Our campus met standards for student achievement, student progress, closing performance gap and postsecondary readiness. To continue our success we want to begin working in our lower grades first and second to develop proficient readers and mathematicians. In all subjects we had 60% of all students meet; 61% of economically disadvantaged and --- of special education and 43% of ELL.

D. D. Hachar has for the second year in a row received academic achievement in science distinction earned.

### **Student Achievement Strengths**

D. D. Hachar's strengths have been our increase in science test scores in state assessments. Retention rates in our upper grades are below 2%.

We are using the web based intervention for reading and math provided by TEA and the Raps 360 to diagnose and assist teacher to differentiate for reading and provide proper intervention through the MVRC program in 1st and 2nd grade and Istation Reading in 3rd, 4th, and 5th grade.

Our reading program still provides 90 minutes of reading. We have all students more involved in the Accelerated Reading program to promote reading daily.

### **Student Achievement Needs**

The following student achievement needs have been identified and are listed in priority order.

- Increase number of licenses for MVRC to be used for 1st and 2nd graders
- Purchase license for Star fall for all Pk 3, Pk 4 and Kinder classes to promote letter recognition, Phonics, and reading.
- Continue to purchase workbooks that provide rigor and relevance to our state curriculum as a resource in reading and mathematics.

## **School Culture and Climate**

### **School Culture and Climate Summary**

D.D. Hachar Elementary fosters a safe and caring environment that motivates and prepares students to be productive citizens of society. We build on strong and expanding foundation established by families supportive of education. We foster our students to participate in clubs, sports and extra curricular activities to become motivated learners.

### **School Culture and Climate Strengths**

- D. D. Hachar staff and students participate in club meetings at least once a month. Clubs such as art, chess, athletics, math and science, dance, courtesy service, choir, UIL and library were formed and sponsored by teachers and paraprofessionals.
- Junior Achievement classes from Kinder to Fifth -providing lessons on economy.
- Scan worked with our third graders to promote attendance, self esteem, and staying in school.
- Student take part in community programs such as Angel of Hope, Rachel's challenge, or District initiatives that require transportation.
- Facilities that is only eight years old.

### **School Culture and Climate Needs**

D. D. Hachar has listed its needs in order of priority:

- Calibration of air conditioning, problem with rooms being too warm or too cold.
- Student and faculty tardies.
- Student Attendance rate (incentives)
- Transportation cost for student activities with the community.
- Build up parent volunteers for the campus.

## **Staff Quality, Recruitment, and Retention**

### **Staff Quality, Recruitment, and Retention Summary**

D. D. Hachar has highly qualified professionals and paraprofessionals as required by the NCLB act.

### **Staff Quality, Recruitment, and Retention Strengths**

- Our campus has partnered with TAMIU to work with student teachers during the fall and spring semesters.
- We have provided teacher aides that are taking college credit for their bachelor's in education flexible scheduling with district approval.
- Teachers that have two years or less experience are partner with a TX BESS mentor.

### **Staff Quality, Recruitment, and Retention Needs**

- Our CEIC staffing committee will interview when necessary for teachers or paraprofessionals.
- This year we have had to interview for 1 sp. ed. teacher aide due to completing college hours or better job offers.
- All teachers have their 30 hrs. for GT certification and 6 hour updates for all teachers that will be providing instruction to gifted and talented students.
- Set funds for counseling, administration, and teacher conferences to maintain quality staff.



## **Curriculum, Instruction, and Assessment**

### **Curriculum, Instruction, and Assessment Summary**

Laredo ISD LEAD Documents are aligned to the TEKS and is used by teachers for instructional planning. Other resources used to plan instruction, interventions, and tutorials are:

1. DMAC
2. STAAR
3. TPRI/Tejas Lee
4. CPALS
5. Rigby
6. Fluency Checks
7. IEPS
8. IAPs
9. TELPAS
10. LAS
  
11. Teacher Observations
12. Local Assessments

### **Curriculum, Instruction, and Assessment Strengths**

D. D. Hachar uses the following to strengthen our curriculum instruction: DMAC to disaggregate data to plan for instruction and intervention; Programs that support student academic success are (MVRC) My Virtual Reading Coach, RAPs 360, Rigby Reading Records, Think through Math and IStation Reading , interactive web based content area programs to use in class or the computer labs; all classes have one period per week in the science lab for hands on activities; teachers and administration collaboratively plan once a week.

### **Curriculum, Instruction, and Assessment Needs**

D. D. Hachar has found these needs for our instruction and are listed in priority:

- the promethean boards or mimemo for all classes
- Consumable workbooks for 1st through 5th in reading, math, writing, and science for tutorials
- AV equipment for the library such as boom boxes to distribute to all gradelevels, new microphones for system in the Gym,

## **Family and Community Involvement**

### **Family and Community Involvement Summary**

D. D. Hachar is very community minded. We have participated monthly in some function like Pennies for Tennis, Recycling Borderplex, Food Can Drive for South Texas Food Bank, Adopt a Family for Thanksgiving, these activities are all student oriented. We the staff have tried to provide our students with opportunities to take an interest in their community. Our students have also been blessed to have community members adopt our school and provide blankets, coats, and christmas gifts, and bicycles for the students. Community members such as United Day School, Brothers of Saint John, IBC Bank, Judge Monica Notzon, Hector Garcia, Webb County Constable Precint 2 are included and the faculty and staff as well have participated as a secret angel to our students.

Family Invovlement for informational meeting on instructional or self esteem topics are usually about 10% of our student population. Programs are very different this is usally a full house.

### **Family and Community Involvement Strengths**

D. D. Hachar has a good working partnership with Junior Achievement and Scan. Junior Achievement provides us with an economy lesson for every class from Kinder to fifth grade. Scan has been providing academic, and self esteem lessons to third graders.

RADkids program where our counselor and PE Coach have trained 2nd grade students to defend themselves from strangers and to stop bullying. Parents come to the graduation after the course has been completed.

Border Patrol S.T.A.R. program to assist our second grade students with reading success.

Too Good for Drug Curriculum is provided to our 5th grade students by an LCDC counselor through our District.

D. D. Hachar has the following methods to communicate with its parents to provide them with news of events occuring on campus: Newsletters, Marquee, School Messenger if parent opts to be part of it, and Parent Meetings.

### **Family and Community Involvement Needs**

D. D. Hachar would like to see the following in our familly or parental invovlement program: 1. Higher number of parents signing up as volunteers. 2. To begin a training class for parents whether it be for literacy or technology. 3. Parent monthly meetings to have guest speakers that provide their expertise on health, safety, and nutrition.



## **School Context and Organization**

### **School Context and Organization Summary**

D. D. Hachar works as a team through vertical, horizontal and collaborative meetings to discuss scheduling, instruction and events at the campus.

We provide our students with small group instruction or intervention from day 1 of our school year. Our auxiliary staff works with these children to develop their academics and self esteem during tutorials.

### **School Context and Organization Strengths**

- Our campus has developed across grade level clubs for all students.
- An after-school program is provided to parents for after-school day care.
- Parent conferences are held with parents due to truancy.
- Duty rosters and logistics for morning, lunch, and dismissal time to ensure the safety of all students.

### **School Context and Organization Needs**

- Fun days for each content area such as science day, math day or reading day and field day.

# **Technology**

## **Technology Summary**

D. D. Hachar has been updating technology hardware to provide students and staff with the most recent technology equipment for learning.

## **Technology Strengths**

D. D. Hachar has the following technology to use for students in the class room:

- Six computers in each classroom from 1st to 5th
- Four i-pad carts and one lap top cart
- 3 computer labs with 20 to 24 computers in each lab plus the additional lab in the Library
- Video conferencing equipment
- Mimio board in third through fifth grade

## **Technology Needs**

D. D. Hachar has identified the following as needs for our campus:

- Mimio Boards for Pre Kinder 3 to Second grade.
- Star Fall license for early child hood classes
- Additional Licenses for Reading and Math Programs for intervention.
- Durable headphones for computers in the 3 labs

# Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

## Improvement Planning Data

- District goals
- Campus goals
- Current and/or prior year(s) campus and/or district improvement plans
- Campus and/or district planning and decision making committee(s) meeting data
- State and federal planning requirements

## Accountability Data

- Texas Academic Performance Report (TAPR) data
- Performance Index Framework Data: Index 1 - Student Achievement
- Performance Index Framework Data: Index 2 - Student Progress
- Performance Index Framework Data: Index 3 - Closing Performance Gaps
- Performance Index Framework Data: Index 4 - Postsecondary Readiness
- System Safeguards and Texas Accountability Intervention System (TAIS) data
- Accountability Distinction Designations
- Federal Report Card Data
- PBMAS data
- Community and student engagement rating data
- Annual Measurable Achievement Objectives (AMAO) data

## Student Data: Assessments

- State and federally required assessment information (e.g. curriculum, eligibility, format, standards, accommodations, TEA information)
- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- Progress of prior year STAAR failures
- STAAR ELL Progress Measure data
- Texas English Language Proficiency Assessment System (TELPAS) results
- Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment results
- Student Success Initiative (SSI) data for Grades 5 and 8
- SSI: Istation Indicators of Progress (ISIP) accelerated reading assessment data for Grades 3-5 (TEA approved statewide license)
- SSI: Think Through Math assessment data for Grades 3-8 and Algebra I (TEA approved statewide license)
- Local diagnostic reading assessment data
- Local diagnostic math assessment data
- Local benchmark or common assessments data
- Student failure and/or retention rates

## **Student Data: Student Groups**

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Number of students assigned to each special program, including analysis of academic achievement, race, ethnicity, gender, etc
- Economically Disadvantaged / Non-economically disadvantaged performance and participation data
- Male / Female performance and participation data
- Special education population, including performance, discipline, attendance, and mobility
- Migrant population, including performance, discipline, attendance and mobility
- At-Risk population, including performance, discipline, attendance and mobility
- ELL or LEP data, including academic achievement, support and accommodation needs, race, ethnicity, gender, etc
- Section 504 data
- Homeless data
- Gifted and talented data
- Dyslexia Data
- Response to Intervention (RtI) student achievement data

## **Student Data: Behavior and Other Indicators**

- Attendance data
- Mobility rate, including longitudinal data
- Discipline records
- Class size averages by grade and subject

## **Employee Data**

- Professional Learning Communities (PLC) data
- Highly qualified staff data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- PDAS and/or T-TESS

## **Parent/Community Data**

- Parent surveys and/or other feedback
- Parent Involvement Rate

## **Support Systems and Other Data**

- Processes and procedures for teaching and learning, including program implementation
- Capacity and resources data
- Budgets/entitlements and expenditures data
- Study of best practices

# Goals

**Goal 1: D. D. Hachar will continue to develop, implement and monitor a quality educational program including curriculum, instruction, assessment and professional development which considers the specific needs of each Laredo I.S.D. student and the community, supports high academic standards and addresses state and federal accountability requirements.**






**Performance Objective 1:** By May 2017 D.D. Hachar Elementary will increase their scores for Index I from a 66% to a 76%. For Index II, D. D. Hachar will maintain their score of a 52%. For Index III, D. D. Hachar will maintain their score of a 49% and for Index IV D. D. Hachar will maintain a score of 42%. In addition, D. D. Hachar students will increase 10% from a 60% to a 70% passing rate in the area of Reading. For the area of Math, D. D. Hachar students will increase 10% from a 68% to a 78%. In the area of Science, D. D. Hachar will increase 10% from an 85% to an 95% and in the area of Writing, D. D. Hachar will increase 10% from a 60% to a 70%. D. D. Hachar Elementary will show an increase in the number of students scoring Level III-Advanced. All sub-populations will show growth and it is D. D. Hachar's goal that all System safeguards will be met. In addition, D. D. Hachar strives to receive a minimum of 2 distinctions for the 2016-2017 and obtain a 98% Attendance Rate.

**Evaluation Data Source(s) 1:** STAAR Reports/TAPR

**Summative Evaluation 1:**

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Mar	June	June




<p align="center"><b>Critical Success Factors</b> CSF 1 CSF 7</p> <p>1) . D. D. Hachar Elementary School CEIC will coordinate with campus administrators to ensure district goals are being implemented to achieve student performance from all populations: Special Ed., GT, LEP, At-Risk, Hispanic, and economically disadvantaged.</p>	<p>3, 8, 10</p>	<p>Principal Assistant Principal CEIC Committee Grade Level Lead Teacher Teachers Reading Interventionist Instructional Specialist Deans for Lang. Arts Math Science Social Studies Bilingual Strategist Teacher-Aides Custodians</p>	<p>Principal monthly faculty meeting sign -in /agenda CEIC meeting minutes Central Office visits evaluation Dept. (Vertical) meetings and agenda Grade Level (Horizontal) Meetings and agenda Payroll Roster Sign Sheet</p>				
<p>Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$1964589.00, 199 - General Fund: Special Education (PIC 23) - \$328996.00, 199 - General Fund: Bilingual (PIC 25) - \$76087.00, 199 - General Fund: SCE (PIC 30) - \$126275.00, 199 - General Fund: Basic Instruction PreK (PIC 32 - \$150097.00, 199 - General Fund: Bilingual Pre K (PIC 35) - \$28365.00, 199 - General Fund: Operating (PIC 99) - \$314661.00, 211 - ESEA Title I: Improving Basic Program - \$235357.00, 199 - General Fund: SCE Pre K (PIC 34) - \$180154.00, 224 - IDEA - Part B: Formula Fund - \$74361.00, 225 - IDEA - Part B: Preschool Fund - \$66847.00, 263 - LEP Bilingual Program Fund - \$11237.00, 435 - SSA Regional Day School - Deaf - \$2507.00</p>							
<p align="center"><b>Critical Success Factors</b> CSF 1 CSF 2</p> <p>2) D. D. Hachar Elementary will continue to provide a strong Bilingual Program to ensure that students acquire the academic language proficiency needed to reduce our retention rate and to reduce our disproportion representation in Special Ed. *Early Exit Bilingual Program PK-3 to 5th *Pre-LAS/LAS LINK *Terra Nova *TELPAS</p>	<p>1, 2, 3, 8, 9</p>	<p>Principal Assistant Principal Teachers Director of Special Education Director of Bilingual Dept. Bilingual Strategiest</p>	<p>Check lesson plans Lep Failure Reports Special Ed. Reports TELPAS Scores Pre-LAS/LAS assessment scores</p>				
<p>Funding Sources: 199 - General Fund: Bilingual (PIC 25) - \$2678.00, 199 - General Fund: Bilingual (PIC 25) - \$13850.00</p>							
<p align="center">  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

**Goal 1:** D. D. Hachar will continue to develop, implement and monitor a quality educational program including curriculum, instruction, assessment and professional development which considers the specific needs of each Laredo I.S.D. student and the community, supports high academic standards and addresses state and federal accountability requirements.

**Performance Objective 2:** By May 2017, D.D. Hachar will provide a systemic research-based staff development program that supports the implementation of standard-based curriculum and instruction that will increase student achievement to 80%

**Evaluation Data Source(s) 2:** 80% of all students at D. D. Hachar including all Subgroups, will meet the federal, state, and local Academic performance accountability measures by increasing 5% from the previous year.

**Summative Evaluation 2:**

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Mar	June	June
1) D. D. Hachar Elementary will clearly define procedures for student referrals through trainings conducted by the district and campus RTI committee members and Special Ed. Personnel as needed.	4	Principal Assistant Principals RTI Coordinator RTI Campus Committee Special Ed. Coordinator	Sign-in sheet Eduphoria registration Evaluation Staff Development				
							

**Goal 1:** D. D. Hachar will continue to develop, implement and monitor a quality educational program including curriculum, instruction, assessment and professional development which considers the specific needs of each Laredo I.S.D. student and the community, supports high academic standards and addresses state and federal accountability requirements.

**Performance Objective 3:** By May 2017, D.D. Hachar will establish a process for ensuring that all student support programs, specific sub-groups, are fully implemented to deliver high quality individualized instruction as measured by an increase of 10% annually to meet federal, state, and local standards.

**Evaluation Data Source(s) 3:** D. D. Hachar Elementary School, will increase student (including all subgroups) achievement by 10% and increase students reading on grade level by 5% to meet federal, state and local accountability measures.

**Summative Evaluation 3:**


Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Mar	June	June
1) D. D. Hachar Elementary auxiliary staff members and other professionals will assist classroom teachers to allow for intensive remediation for all at-risk students by assisting in the following ways. Tutorials: Tuesday and Thursdays (1st semester) Tutorials: Tuesday, Wednesday and Thursdays (2nd semester) Extended Day till 5:00 p.m. for 3rd, 4th and 5th graders. Saturday Tutorials for 3rd, 4th and 5th graders. In class support	2, 3, 8	Principal Assistant Principal	Check CBA's every six weeks Report cards STAAR Results				
Funding Sources: 199 - General Fund: Bilingual (PIC 25) - \$1913.00, 199 - General Fund: SCE (PIC 30) - \$12000.00, 199 - General Fund: Basic Instruction (PIC 11) - \$17000.00							

**Goal 1:** D. D. Hachar will continue to develop, implement and monitor a quality educational program including curriculum, instruction, assessment and professional development which considers the specific needs of each Laredo I.S.D. student and the community, supports high academic standards and addresses state and federal accountability requirements.

**Performance Objective 4:** By May 2017, D.D. Hachar will provide a differentiated curriculum in all areas of instruction in order to develop students needed knowledge and analytical skills, therefore, increasing achievement in AEIS and AYP standards to 80%.

**Evaluation Data Source(s) 4:** 80% of all students at D. D. Hachar Elementary School, including all subgroups, will meet the federal, state, and local academic performance accountability measures.

**Summative Evaluation 4:**

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Mar	June	June
1) D. D. Hachar Elementary will review, revise, restructure, and align existing curriculum, instruction and assessments for all students including Special Education population using : *Lead Documents * Science TEKS *ELAR TEKS * Math and Science Adoptions	2, 3, 8	Principal Assistant Principal	Check CBAs every six weeks Report cards				
							






**Goal 2: The Campus will provide all students with a safe and nurturing learning environment that promotes attendance, character building and high achievement.**

**Performance Objective 1:** By May 2017, D.D. Hachar will provide a focus on the whole child through enhancement of programs in the areas of character education that will foster responsible students reducing disciplinary referrals to 5% of student population.

**Evaluation Data Source(s) 1:** 80% of all students at D. D. Hachar Elementary School, including all subgroups, will meet the federal, state, and local academic performance accountability measures, and increase student awareness of different careers, student academic attitude and student self-esteem and self discipline by 100%.

**Summative Evaluation 1:**

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Mar	June	June
<p>1) D. D. Hachar Elementary School will facilitate the RTI and collaboratively provide other educational, behavioral strategies and provide available programs to teachers for at-risk students before considering Special Education.</p> <p>Adopt a Student Reading Intervention My Reading Coach MVRC</p>	1, 2, 8	Principal Assistant Principal RTI Team Teachers Reading Interventionist Instructional Specialist Counselor Lab Managers (CEI & Computer Lab and Science Lab)	Comprehensive Student Summary Report Teacher Referral Curriculum & Instruction Student Data Form Tier 1, 2, or 3 Documentation RTI Committee Minutes				
<p>2) . D. D. Hachar Elementary will enhance the Character Education Program through the support of programs such as:</p> <p>Day to Day Motivational Quotes Project Wisdom Health (Safety, Drug Awareness, and Character Traits* Too Good for Drugs Curriculum (1st â" 5th grade)* Junior Achievement Rachelâs Challenge* RADKIDS training for 2nd grade students Trevor Romain Bullying Kit</p>	2, 6	Principal Assistant Principal Counselor Teachers (PK-3 to 5th)	Sign â" in Documentation Discipline Referrals PEIMS 425				






3) D. D. Hachar Elementary will provide students with information about college readiness and careers through different presenters on Career Day.	2	Counselor Principal Assistant Principal Teachers Guest from Community	Counselor Report  Career Survey				
<p align="center"><b>Critical Success Factors</b></p> <p align="center">CSF 1 CSF 6</p> <p>4) . D. D. Hachar Elementary will recognize and reward students every six weeks at the High Five A Rally and End of Year Awards Ceremony.</p> <p>Perfect Attendance A/B Honor Roll Accelerated Reader Top Readers Attitude in Class Attitude in Sportsmanship</p>	2	Principal Assistant Principal Counselor Teachers Librarian	Attendance Report A/B Honor Roll Report AR Reports Teacher and Coach Referral on Great Attitude				
	Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$1000.00, 461 - Campus Activity Fund, 199 - General Fund: Operating (PIC 99) - \$500.00						
5) D. D. Hachar will provide students with extra curricular Activities to enhance student academic performance and build their social skills. UIL Literacy Writing Contest Accelerated Reader Contest Courtesy Service Choir Spin-a-Fact (5th grade) Spin-a-Fact Jr. (Kinder) Chess Club Spelling Bee Athletic Program Library Club Math and Science Club Dance Club Art Club Snacks for competitions participants		Principal Assistant Principal Club sponsors UIL Coaches	Event Documentation School Calendar Agendas Sign-Ins AR Reports Attendance Documentation Students Report Card Discipline Referrals				
	Funding Sources: 199 - General Fund: Operating (PIC 99) - \$300.00, 199 - General Fund: Operating (PIC 99) - \$640.00, 199 - General Fund: Operating (PIC 99) - \$2000.00						
<p align="center">  = Accomplished    = Considerable    = Some Progress    = No Progress    = Discontinue </p>							

**Goal 2:** The Campus will provide all students with a safe and nurturing learning environment that promotes attendance, character building and high achievement.

**Performance Objective 2:** By May 2017, D.D. Hachar will implement effective proactive, safe school practices that will reflect an annual 5% reduction of behavioral referrals on the PEIMS Report.

**Evaluation Data Source(s) 2:** D. D. Hachar Elementary will decrease discipline referrals by 10% by implementation of the CHAMPs, an increase awareness of a drug free lifestyle, and to maintain a safe environment by decreasing incident referrals by 2% from the previous year.

**Summative Evaluation 2:**






Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Mar	June	June
1) D. D. Hachar will implement the CHAMPs Discipline Program.	5	Principal Assistant Principal Teachers Support Staff Paraprofessionals	Walkthrough observations classroom Hallways Library Gym Cafeteria				
2) D. D. Hachar will continue to provide open door policy by administration for all students, Parents, teachers, and staff.	2	Principal Assistant Principal	Individual Conference forms E-mails Memos Meetings				
3) D. D. Hachar will provide classroom visits periodically by counselor to implement intervention strategies to promote a safe and orderly school by:  Group/Individual/Family Counseling Problem Solving Activities Consultant/Speakers/Law Enforcement	5, 7, 8	Counselor Principal Assistant Principal	List of campus intervention strategies Counselor Monthly Reports Decrease by 2% of discipline referrals				
4) D. D. Hachar will conduct teaching approaches for adjusting behavior of at-risk students by participating in Drug awareness activities. Red Ribbon Week Great American Smoke Out Essay Contests	2, 4	Counselor  Principal Assistant Principal Teachers	List of Campus Intervention strategies Counselor Monthly Report Decrease of student discipline referrals by 2% Letters to Parents Student Participation				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

**Goal 2:** The Campus will provide all students with a safe and nurturing learning environment that promotes attendance, character building and high achievement.

**Performance Objective 3:** By May 2017, D.D. Hachar will reduce truancy by promoting and fostering daily attendance 95% to 98%.

**Evaluation Data Source(s) 3:** D. D. Hachar Elementary will be at 100% Compliance with the compulsory attendance law, 98% of the students will attend school daily.

**Summative Evaluation 3:**

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Mar	June	June
<p>1) D. D. Hachar will recognize Each class by posting their attendance for the six weeks by our attendance bulletin board Perfect Attendance the Key to Success.</p> <p>Recognize class or classes every 2 weeks with 100% attendance with popcorn treat.</p> <p>Recognize individual students with perfect attendance at the High 5 Rally with attendance button or pencil.</p>	3, 5, 7, 8	Principal Assistant Principal Counselor Teachers	<p>Attendance Reports</p> <p>Six weeks Report Card Grades</p> <p>Academic Passing</p> <p>Report from IT Dept</p> <p>PEIMS</p>				
<p>  = Accomplished            = Considerable            = Some Progress            = No Progress            = Discontinue         </p>							




**Goal 2:** The Campus will provide all students with a safe and nurturing learning environment that promotes attendance, character building and high achievement.

**Performance Objective 4:** By May 2017, D. D. Hachar will ensure a safety plan for all students and staff to promote a safe and secure campus by reducing accidents or incidents by 10%.

**Evaluation Data Source(s) 4:** D. D. Hachar Elementary will decrease claims By 10% annually by implementing safety procedures.

**Summative Evaluation 4:**

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Mar	June	June
1) .D.D. Hachar will enforce security procedures for Visitors, Staff and Students.  Gated entrance Door bell and camera at entry door Sign-in visitors thru RAPTOR/ picture Id Employee ID Card Parental Involvement	4, 5	Security Guard Parent Liaison Office Staff Principal Assistant Principal	Sign-In Sheets Parent Log Raptor Reports of sign-in				
2) D. D. Hachar will establish morning, lunch, and dismissal procedures. Administrative Monitoring Lunch duty by Auxiliary staff and paraprofessionals Arrival and Dismissal duties by paraprofessionals	2	Principal Assistant Principal Auxiliary Staff Paraprofessionals Custodians Security Guard Crossing Guards Office staff	Promote safe environment Ensure student safety Decrease of student referrals by 2% Data schedules for campus personnel Safety and or Incident Reports				

<p>3) D. D. Hachar will address traffic and school transportation safety by assigning staff to campus needs.</p> <p>Paraprofessionals for before and after school duty</p> <p>Directing traffic at peak campus hours by crossing guards</p> <p>Designate pick-up and drop-off zones at the campus</p> <p>Bus available for students residing across hazardous routes.</p>	2	Principal Assistant Principal Auxiliary Staff Paraprofessionals Custodians Security Guard Crossing Guards Office staff	Data Schedules for Campus Personnel Safety Reports Campus Incident Reports				
<p>4) .D. D. Hachar will provide monthly safety meetings for staff and students through drills to familiarize themselves in proper procedures for different situations.</p> <p>Teacher training on CERT procedures</p> <p>Monitoring students within a two story building</p> <p>Student training on fire drill routes and lock downs</p>	2, 4	Principal Assistant Principal Auxiliary Staff Paraprofessionals Custodians Security Guard Crossing Guards Office staff	Campus Incident Reports Safety Meeting Agendas Sign- In Sheet Fire Drill Log				
							

**Goal 3: The Campus will encourage and promote a climate that engages families in the education of their children and establish a process that cultivates open and timely communication with our public.**

**Performance Objective 1:** By May 2017, D. D. Hachar Elementary will provide a focus on the whole child through participation in a partnerships with different entities to foster responsible and highly motivated students to achieve.

**Evaluation Data Source(s) 1:** D. D. Hachar Elementary will increase student achievement in local and state assessments for all students (all subgroups) to 80%,and increase student awareness of different careers, academic attitude self-esteem and self discipline by 100 %

**Summative Evaluation 1:**


Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Mar	June	June
1) D. D. Hachar Elementary will provide students with incentives by teachers and field trips relevant to instruction.  Imaginarium (4th & 5th grade) Planetarium (1st & 2nd grade) Lamar Bruni Vergara Environmental Center (3rd grade) LIFE Downs (Kinder) Student Assemblies for Science (PK3 - 5th)	2, 9, 10	Principal Assistant Principal Teachers	Attendance Rosters Student reflective narrative or pictorial				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$3240.00, 199 - General Fund: Basic Instruction PreK (PIC 32 - \$500.00							

**Goal 3:** The Campus will encourage and promote a climate that engages families in the education of their children and establish a process that cultivates open and timely communication with our public.

**Performance Objective 2:** By May 2017, D. D. Hachar Elementary will implement a parental involvement program where parents are full in the decisions that affect student learning.

**Evaluation Data Source(s) 2:** D. D. Hachar Elementary will increase parental involvement by 10% to promote student achievement to ensure parent communication and participation and to provide an open line of communication

**Summative Evaluation 2:**

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Mar	June	June
1) D. D. Hachar will conduct parent meeting to ensure meaningful participation in the campus decision- making process.  Meet the Teacher Parent Teacher Conferences Parent Organization Meetings	4, 6	Parent Involvement Liaison PTC Officers Principal Assistant Principal Counselor	Sign in Sheets Agendas Meeting Minutes Parent Conference Interagency coordination agreement and schedules Parental Involvement sign-ins				
Funding Sources: 211 - ESEA Title I: Improving Basic Program - \$100.00, 211 - ESEA Title I: Improving Basic Program - \$500.00							
							

**Goal 3:** The Campus will encourage and promote a climate that engages families in the education of their children and establish a process that cultivates open and timely communication with our public.

**Performance Objective 3:** By May 2017, D. D. Hachar Elementary will ensure strategically and effectively developed community and business partnerships to help meet the needs of all students.

**Evaluation Data Source(s) 3:** D. D. Hachar Elementary will increase student participation in community and business partnership with 80% of our students contributing to partnerships.

**Summative Evaluation 3:**

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Mar	June	June
<p>1) D. D. Hachar will develop partnerships with local businesses and community service groups to provide students and their families support services.</p> <p>East Hachar Recreation Center                      Junior Achievement                      American Red Cross                      Juvenile Diabetes                      Women's City Club                      American Cancer Society                      South Texas Food Bank                      Bethany House                      Casa Misericordia</p>	6, 10	Principal Assistant Principal Counselor Agency Representatives	Sign in Sheets Agendas Letter of Commitment Notices Assessment of socio- economic needs of students & families List of materials distributed and contributors Certificates and Thank you Letters Parental Consent				
<p>2) D. D. Hachar will encourage and support efforts to promote community service as a measure of student positive behavior by participating in:</p> <p>American Red Cross                      Junior Achievement                      Juvenile Diabetes                      Women's City Club                      American Cancer Society                      South Texas Food Bank</p>	6, 10	Principal Assistant Principal Teachers Counselor Parent Liaison Agency Representatives	Campus community service documentation				


 = Accomplished
  = Considerable
  = Some Progress
  = No Progress
  = Discontinue

**Goal 4: The Campus shall implement a Health and Wellness Program designed to improve the general health of children and adults by promoting practices that lead to living healthy, active lifestyles.**

**Performance Objective 1:** By May 2017, D. D. Hachar Elementary will implement the Child Nutrition Program at 100% so that all students' nutritional needs will be met.

**Evaluation Data Source(s) 1:** D. D. Hachar Elementary students and staff will execute the school nutritional policy and show 100% awareness of nutritional Food Choices. needs will be met.

**Summative Evaluation 1:**


Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Mar	June	June
1) D. D. Hachar Elementary will continue to implement initiatives to influence healthy lifestyles.  Breakfast in the Classroom PK-3 to 5th Grade  Family Style Lunch Program PK-3 and PK-4  Fresh Fruit & Vegetable Program	10	Principal Assistant Principal Cafeteria Personnel Teachers	Parent Letter Nutritional Guideline Policy				
2) D. D. Hachar will limit serving students' food of minimal nutritional value or candy to only three events per year. October, December and February.	10	Principal Assistant Principal Teachers	Nutritional Guideline Policy				
							

**Goal 4:** The Campus shall implement a Health and Wellness Program designed to improve the general health of children and adults by promoting practices that lead to living healthy, active lifestyles.

**Performance Objective 2:** By May 2017, D. D. Hachar Elementary will implement a Health Program so that all students are taught good health choices.

**Evaluation Data Source(s) 2:** D. D. Hachar Elementary students and staff from Kinder to 5th will implement program at 100% to promote awareness of nutritional Food Choices and healthy life-styles.

**Summative Evaluation 2:**


Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Mar	June	June
1) D. D. Hachar will work with The Fresh fruits and vegetables Program award from the Texas Dept. of Agriculture that provides fruits and vegetables as a snack to all students to promote a healthier life choice in eating.	10	Child Nutritional program Cafeteria Personnel Administration Teachers	Letters to parents FFDA Monitor FFDA Survey				
							

**Goal 4:** The Campus shall implement a Health and Wellness Program designed to improve the general health of children and adults by promoting practices that lead to living healthy, active lifestyles.

**Performance Objective 3:** By May 2017, D. D. Hachar Elementary Staff will implement the Health Program so that all students and adults are aware of good health choices.

**Evaluation Data Source(s) 3:** D. D. Hachar Elementary staff will implement the Catapult program at 90% to promote awareness of healthy life styles

**Summative Evaluation 3:**

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Mar	June	June
1) D. D. Hachar will participate with the District and Catapult to provide all employees with free checkups on campus to provide health information to each employee.	2, 10	Superintendent Blue Cross Blue Shield Health Providers LISD RN Nurses Catapult Health	Flyer for all LISD Employees with procedures for Health Fairs				
							



**Goal 5: The Campus will continue to seek all possible avenues to contain and/or reduce costs of all initiatives in order to best represent the financial interests of the taxpayers. In addition, the Campus will effectively manage financial resources, and conduct program evaluations that will support providing quality educational experiences for LISD students.**






**Performance Objective 1:** By May 2017, D. D. Hachar Elementary will allocate 90% out of 100% of resources to support the instructional program.

**Evaluation Data Source(s) 1:** D. D. Hachar Elementary will have a balanced campus budget 100% of the time.

**Summative Evaluation 1:**

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Mar	June	June
<p><b>Critical Success Factors</b> CSF 3 CSF 5 CSF 6</p> <p>1) D. D. Hachar administration will monitor a tracking System that accounts for all campus program funds, student accountability.</p>	10	Principal Assistant Principals CEIC Budget Chairperson Campus Bookkeeper	100% implementation of sound financial tracking system				
Funding Sources: 461 - Campus Activity Fund							

<p align="center"><b>Critical Success Factors</b> CSF 1 CSF 3</p> <p>2) D. D. Hachar will allocate resources to support the instructional model and standard-based practices. Instructional Workbooks for all content areas GT general Supplies UIL Supplies Sp. ed. General Supplies Web-Based Instructional software Instructional Materials General supplies toner for classrooms Materials for Administrative Office Student Planners and folders 10 Mimeos for upper grades for classroom instruction Administration General Supplies Nurse's General Supplies Counselor's General Supplies DMAC SCATRONS/warranty After School Daycare General Supplies Raptor Labels Copier Rental</p>	1, 10	Principal Assistant Principal Budget committee CEIC Campus Bookkeeper	Budget allocation Report Budget Committee Allocation Comprehensive Needs Assessments CEIC Agendas Sign in sheets Grade level meetings				
			<p>Funding Sources: 199 - General Fund: Operating (PIC 99) - \$1000.00, 199 - General Fund: Operating (PIC 99) - \$2772.00, 199 - General Fund: Operating (PIC 99) - \$300.00, 199 - General Fund: Special Education (PIC 23) - \$77.00, 199 - General Fund: SCE (PIC 30) - \$20645.00, 199 - General Fund: Basic Instruction PreK (PIC 32) - \$500.00, 199 - General Fund: SCE Pre K (PIC 34) - \$1500.00, 211 - ESEA Title I: Improving Basic Program - \$2911.00, 211 - ESEA Title I: Improving Basic Program - \$600.00, 211 - ESEA Title I: Improving Basic Program - \$200.00, 199 - General Fund: GT (PIC 21) - \$256.00, 199 - General Fund: Basic Instruction (PIC 11) - \$7300.00, 199 - General Fund: Basic Instruction (PIC 11) - \$6505.00, 199 - General Fund: Basic Instruction (PIC 11) - \$8257.00</p>				
<p align="center"><b>Critical Success Factors</b> CSF 1 CSF 3 CSF 6</p> <p>3) . D. D. Hachar Library will allocate resources to support the curriculum by purchasing the following materials: --General Supplies --Bulbs --Overheads --Boom Boxes --Dukane cameras -- Instructional visuals --Library Repair Kits --Library Software --Web-based e-books --Awards --Library Books --Reading Materials --Alexandria</p>	10	Librarian Principal Asst. Principal Teachers Technology Trainer	Budget allocation Report Budget Committee Allocation Comprehensive Needs Assessments CEIC Agendas Sign in sheets Grade level meetings				
			<p>Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$840.00, 199 - General Fund: Basic Instruction (PIC 11) - \$1118.00, 199 - General Fund: SCE (PIC 30) - \$1118.00, 211 - ESEA Title I: Improving Basic Program - \$500.00, 211 - ESEA Title I: Improving Basic Program - \$500.00, 211 - ESEA Title I: Improving Basic Program - \$800.00</p>				


<p align="center"><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 7</p> <p>4) D. D. Hachar will provide staff with opportunities to attend staff development thru ERC or consultants. Region One Technology Academies in Reading, Math, Writing and Science Music Conference Library Conference RAD Kids</p>	3, 4	Principal Asst. Principal Teachers Teacher Aides Auxiliary Staff	Budget allocation Report Budget Committee Allocation Comprehensive Needs Assessments CEIC Agendas Sign in sheets Grade level meetings				
<p>Funding Sources: 199 - General Fund: Operating (PIC 99) - \$400.00, 199 - General Fund: Operating (PIC 99) - \$700.00, 199 - General Fund: Basic Instruction (PIC 11) - \$1000.00, 199 - General Fund: Basic Instruction (PIC 11) - \$900.00, 211 - ESEA Title I: Improving Basic Program - \$35.00, 211 - ESEA Title I: Improving Basic Program - \$360.00, 211 - ESEA Title I: Improving Basic Program - \$270.00</p>							
<p align="center"><b>Critical Success Factors</b> CSF 3 CSF 6</p> <p>5) D. D. Hachar will conduct a textbook inventory periodically during the school year.</p>	10	Principal Asst. Principal Campus Clerk	Campus Funds- Principal's account				
<p>Funding Sources: 461 - Campus Activity Fund</p>							
<p align="center">  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

**Goal 5:** The Campus will continue to seek all possible avenues to contain and/or reduce costs of all initiatives in order to best represent the financial interests of the taxpayers. In addition, the Campus will effectively manage financial resources, and conduct program evaluations that will support providing quality educational experiences for LISD students.

**Performance Objective 2:** By May 2017, D. D. Hachar Elementary will review needs of facility and maintain the campus at 100%.

**Evaluation Data Source(s) 2:** D. D. Hachar Elementary will maintain campus at 100% of the time.

**Summative Evaluation 2:**

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Mar	June	June
1) D. D. Hachar will review and make necessary purchases to maintain restrooms, hallways, classrooms, yard materials or plants and paint to maintain the aesthetic condition of our campus for a conducive learning environment. We will save energy and maintain and conserve our resources	1, 2	Principal Assistant Principal Custodial Staff Division of Operations	Safety Standards School Inspection of Aesthetics.				
							






**Goal 6: The Campus will actively pursue and hire highly qualified personnel and provide support that encourages growth, improvement and increased student achievement.**

**Performance Objective 1:** By May 2017, D. D. Hachar Elementary will review needs of staff and maintain the campus at 100% Highly Qualified.

**Evaluation Data Source(s) 1:** D. D. Hachar Elementary will maintain its teaching staff at 100% highly qualified.

**Summative Evaluation 1:**

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Mar	June	June
<p><b>Critical Success Factors</b> CSF 1 CSF 3 CSF 7</p> <p>1) D. D. Hachar will make allowances for flexible scheduling for college block I, II and III students to retain highly qualified Paraprofessionals.</p>	5	Principal Assistant Principal Human Resources Elementary Coordinator	TAMIU Sign-in Logs				
<p><b>Critical Success Factors</b> CSF 1 CSF 3 CSF 7</p> <p>2) D.D. Hachar has trained and will Continue to train experienced teachers to mentor TAMIU Block III students or Newly assigned teachers to our campus.</p>	5	Principal Assistant Principal TX Bess Teacher Coordinator TAMIU	Mentoring Logs Lesson Plans Observation Logs				


<p align="center"><b>Critical Success Factors</b> CSF 1 CSF 3 CSF 6 CSF 7</p> <p>3) D. D. Hachar staff will deliver high quality individualized instruction by participating in up to date professional staff development.</p> <p>Skyward Grade book Academic Vocabulary Thinking Maps HB 3 Performance Standards STAAR, STAAR A, STAAR Alt., STAAR LAT TELPAS 504/Dyslexia updates Response to Intervention (RTI) PD 360 Mandated Trainings: Sexual Harassment, Dignity and Respect, Child Abuse and Neglect and Technology AUP</p>	1, 4	Principal Assistant Principal Technology Trainer Campus Trainers of Grade book Bilingual Strategist Instructional Specialist Reading Interventionist District Coordinators	Staff Development Sign-ins Agendas Eduphoria Registration Evaluations				
<p align="center">  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

**Goal 7: The school district will ensure that students and staff are provided with quality support services as well as secure, properly maintained, energy efficient facilities that are conducive to academic achievement.**

**Performance Objective 1:** By May 2017, D. D. Hachar Elementary will review needs of facility and maintain the campus at 100%.

**Evaluation Data Source(s) 1:** D. D. Hachar Elementary will maintain the campus at 100% of the time.

**Summative Evaluation 1:**

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Mar	June	June
<b>Critical Success Factors</b> CSF 6  1) D. D. Hachar will review and make necessary purchases to maintain restrooms, hallways, classrooms yard materials or plants and paint to maintain the aesthetic condition of our campus for a conducive learning environment. We will save energy and maintain and conserve our resources.	1, 2	Principal Assistant Principal Custodial Staff Division of Operations	Safety Standards School Inspection of Aesthetics				
				Funding Sources: 461 - Campus Activity Fund			
<b>Critical Success Factors</b> CSF 6  2) D. D. Hachar will review and make necessary changes to maintain a balance on resources used for facilities such as, electrical, water, and janitorial supplies.	2, 10	Principal Assistant Principal Custodial Staff Bookkeeper	Maintain schedule for water usage, electrical usage, custodial mop and supplies				
				Funding Sources: 199 - General Fund: Operating (PIC 99) - \$1051.00, 199 - General Fund: Operating (PIC 99) - \$10987.00, 199 - General Fund: Operating (PIC 99) - \$1000.00, 199 - General Fund: Operating (PIC 99) - \$2957.00, 199 - General Fund: Operating (PIC 99) - \$171615.00, 199 - General Fund: Operating (PIC 99) - \$83.00, 199 - General Fund: Operating (PIC 99) - \$14366.00, 199 - General Fund: Operating (PIC 99) - \$500.00			
<b>Critical Success Factors</b> CSF 3 CSF 6  3) D. D. Hachar will participate in the E-Rate program that offers discounts for voice, video, and data communications to the campus.	2	Principal Chief Technology Officer	Faster broadband and accessibility to instructional web.				
				Funding Sources: 180 - E-Rate Fund			
							

**Goal 7:** The school district will ensure that students and staff are provided with quality support services as well as secure, properly maintained, energy efficient facilities that are conducive to academic achievement.

**Performance Objective 2:** The school district will ensure that all students and staff are provided with quality support services as well as secure, properly maintained energy efficient facilities that are conducive to academic achievement

**Evaluation Data Source(s) 2:** In progress (E-Rate).

**Summative Evaluation 2:**

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Mar	June	June
<b>Critical Success Factors</b> CSF 1 CSF 5 CSF 6  1) In progress (E-Rate)	1, 2	Principal Chief Technology Officer					
Funding Sources: 180 - E-Rate Fund							



# State Compensatory

## Budget for Demetrio D. Hachar Elementary School:

<u>Account Code</u>	<u>Account Title</u>	<u>Budget</u>
<b>6100 Payroll Costs</b>		
199-11-6119-00-119-7-30-000	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$1.00
199-11-6119-00-119-7-34-000	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$133,765.00
199-11-6119-20-119-7-30-000	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$12,000.00
199-31-6119-00-119-7-30-000	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$39,122.00
199-11-6129-00-119-7-30-000	6129 Salaries or Wages for Support Personnel	\$49,166.00
199-11-6129-00-119-7-34-000	6129 Salaries or Wages for Support Personnel	\$23,646.00
199-12-6129-00-119-7-30-000	6129 Salaries or Wages for Support Personnel	\$18,122.00
199-32-6129-00-119-7-30-000	6129 Salaries or Wages for Support Personnel	\$3,748.00
199-11-6141-00-119-7-30-000	6141 Social Security/Medicare	\$713.00
199-11-6141-00-119-7-34-000	6141 Social Security/Medicare	\$2,281.00
199-12-6141-00-119-7-30-000	6141 Social Security/Medicare	\$263.00
199-32-6141-00-119-7-30-000	6141 Social Security/Medicare	\$54.00
199-11-6142-00-119-7-30-000	6142 Group Health and Life Insurance	\$12,165.00
199-11-6142-00-119-7-34-000	6142 Group Health and Life Insurance	\$16,485.00
199-12-6142-00-119-7-30-000	6142 Group Health and Life Insurance	\$4,052.00
199-31-6142-00-119-7-30-000	6142 Group Health and Life Insurance	\$2,031.00
199-32-6142-00-119-7-30-000	6142 Group Health and Life Insurance	\$715.00
199-12-6143-00-119-7-30-000	6143 Workers' Compensation	\$63.00
199-31-6143-00-119-7-30-000	6143 Workers' Compensation	\$136.00
199-32-6143-00-119-7-30-000	6143 Workers' Compensation	\$13.00
199-11-6143-00-119-7-30-000	6143 Workers' Compensation	\$171.00

199-11-6143-00-119-7-34-000	6143 Workers' Compensation	\$548.00
199-12-6145-00-119-7-30-000	6145 Unemployment Compensation	\$7.00
199-31-6145-00-119-7-30-000	6145 Unemployment Compensation	\$15.00
199-32-6145-00-119-7-30-000	6145 Unemployment Compensation	\$1.00
199-11-6145-00-119-7-30-000	6145 Unemployment Compensation	\$19.00
199-11-6145-00-119-7-34-000	6145 Unemployment Compensation	\$59.00
199-11-6146-00-119-7-30-000	6146 Teacher Retirement/TRS Care	\$1,009.00
199-11-6146-00-119-7-34-000	6146 Teacher Retirement/TRS Care	\$4,941.00
199-12-6146-00-119-7-30-000	6146 Teacher Retirement/TRS Care	\$372.00
199-31-6146-00-119-7-30-000	6146 Teacher Retirement/TRS Care	\$1,530.00
199-32-6146-00-119-7-30-000	6146 Teacher Retirement/TRS Care	\$77.00
<b>6100 Subtotal:</b>		<b>\$327,290.00</b>
<b>6300 Supplies and Services</b>		
199-12-6329-20-119-7-30-000	6329 Reading Materials	\$1,118.00
199-11-6399-00-119-7-30-000	6399 General Supplies	\$20,645.00
199-11-6399-00-119-7-34-000	6399 General Supplies	\$1,500.00
<b>6300 Subtotal:</b>		<b>\$23,263.00</b>

## Personnel for Demetrio D. Hachar Elementary School:

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Alejandra Espinoza	Kinder T. A.	Para-Prof. Salaries	1.0
Cordelia Salinas	Interv./Diff. Inst. Spec.	Professionnal Salaries	1.0
Elisa Garcia	Pre-Kinder 3	Professional Salary	.50
Gabriel Quiroga	Com. Lab. Mgr.	Para-Prof. Salaries	1.0
Isela Reyes	Pre-Kinder 3	Professional Salaries	.50
Isolda Garza	Pre-Kinder 4	Professional Salaries	.50
Julian Trevino	Att. Officer	Para-Prof. Salaries	0.14
Karla De Hoyos	Health Assistant	Pra-Prof. Salaries	.40
Merceds Garcia	Sci. Lab. Manager	Para-Prof. Salaries	1.0
Pamela Garcia	T>A> Pre-K 4	Para-Prof. Salaries	.60
Patricia A. Wade	Counselor	Professional Salaries	0.5
Rosa Arreola	Rdg. Interventionist	Accelerated Instruction	1.0
Sandra C. Trevino	Library Aide	Para-Prof. Salaries	1.0
Sandra Valdez	Pre-Kinder 4	Professional Salaries	.50
SanJuanita Bondoc	Parent Liasion	Para-Prof. Salaries	1.0
Veronica Gutierrez	T.A. Pre-K4	Para-Prof. Salaries	1.0
Ziomara Cisneros	Pre-Kinder 4	Professional Salaries	.50

# Title I

## Schoolwide Program Plan

Our campus is a Title I schoolwide program due to our students economically disadvantaged status.

The schoolwide program in the Laredo Independent School District is intended to upgrade the entire educational program at all eligible campuses. Its primary goal is to ensure that all students, particularly those students who are low-achieving, demonstrate proficient and advanced levels of achievement in the state assessment. The emphasis of the program is to serve all students, improve all structures that support student learning, and to combine all resources, as allowed, to achieve student success thus maximizing the impact of Title I.

This will require that all schoolwide campuses

- Conduct a comprehensive needs assessment;
- Identify and commit to specific goals and strategies that address those needs;
- Create a comprehensive plan;
- Conduct an annual review of the effectiveness of the schoolwide program and revise the plan as necessary.

## Ten Schoolwide Components

### 1: Comprehensive Needs Assessment

Through our comprehensive needs assessment our campus will maintain highly qualify teachers to address the needs of our student population.

The comprehensive needs assessment should identify the educational strengths and areas in need of improvement by examining student performance, staff and curriculum objectives, parent and community involvement, and campus facilities.

### 2: Schoolwide Reform Strategies

D. D. Hachar has selected the following strategies to assist the students at this campus perform successfully.

Schoolwide reform strategies must provide opportunities for all children to meet the state's proficient or advanced levels of student performance. These strategies should be based on effective means of improving achievement of children.

### **3: Instruction by highly qualified professional teachers**

D. D. Hachar has teachers that are highly qualified professionals to provide instruction to a low social economic demographic.

All teachers of core academic subjects and instructional paraprofessionals in a schoolwide program school meet the qualifications required to be highly qualified.

### **4: High-quality and ongoing professional development for teachers, principals, and paraprofessionals and, if appropriate, student services personnel, parents, and other staff**

D. D. Hachar Elementary administration, teachers, and staff are provided with high quality and ongoing professional development by the district and campus. Teachers and other staff in schoolwide program schools must be prepared to face the challenge of helping all students meet the State's academic achievement standards. To do this, they must be familiar with the goals and objectives of the schoolwide plan, and receive the sustained, high-quality professional development required to implement them

### **5: Strategies to attract highly qualified teachers**

D. D. Hachar's strategies to attract highly qualified teachers is the flexibility for our para-professionals to continue their education, and working with TAMIU to train and mentor new student teachers. The schoolwide plan must describe the strategies it will use to attract and retain highly qualified teachers.

- Attend college and ESC job fairs.
- Provide mentoring program.
- Retain teaching staff through reform strategies to change the characteristics of the campus to become more personally and professionally satisfying.
- Promote quality leadership (campus administration).
- Provide on-going professional development for programs that are in place on a campus for both teachers and instructional paraprofessionals.

### **6: Strategies to increase parental involvement**

D. D. Hachar has provided an array of strategies to increase our parental involvement. Our campus has provided monthly meeting for parents to inform them of services in the community, to participate in different events sponsored by the school through notifications in their dominant language, consultation (parent conferences) and building capacity for their children's education.

#### **7: Plans for assisting preschool children in the transition from early childhood programs to elementary school programs**

Title I, Part A preschool programs provide young children with the early learning experiences that will enable them to meet academic standards throughout elementary and secondary school. D. D. Hachar welcomes students from neighborhood head start programs to visit and become familiar with our campus. We also transition our fifth graders by having them visit the middle school.

#### **8: Measures to include teachers in the decisions regarding the use of academic assessments in order to improve the achievement of individual students and the overall instructional program**

In addition to state performance data, measures are in place to include teachers in the decisions regarding the use of academic assessments in order to provide information on, and to improve, the achievement of individual students and the overall instructional program. D. D. Hachar will coordinate horizontally, vertically and by content area to plan effectively to improve student achievement.

#### **9: Activities to ensure effective timely assistance for students who experience difficulty mastering the proficient or advanced levels of academic achievement standards**

D. D. Hachar will use the RTI process effectively to ensure that all students needing assistance will not slip academically. We will include activities to ensure that students who experience difficulty mastering the proficient or advanced levels of academic achievement levels shall be provided with effective, timely additional assistance which shall include measures to ensure that students' difficulties are identified on a timely basis and to provide sufficient information on which to base effective assistance.

#### **10: Coordination and integration of federal, state and local services and programs**

D. D. Hachar's CEIC and campus administration will review budget, resources, and professional developments to ensure that integration of state, local and federal services and programs are utilized. Section 1114 of Title I, Part A, Public Law 107-110 of NCLB authorizes eligible schools to consolidate Title I funds, along with other Federal, State and local funds to operate schoolwide programs. The ability to consolidate funding is provided so that planners can focus on the programmatic design of the schoolwide first and then determine how the plan will be funded, rather than using the fiscal resources to determine program design. Title I schoolwide programs are also encouraged to use the

flexibility available to them to coordinate and integrate services and programs, as well as funding, with the aim of upgrading the entire educational program for all students. Effective schools coordinate and integrate programs and services by drawing on a wide range of resources such as funding, human, organizational, and facility, etc

## Title I Personnel

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Cordelia Salinas	Intrv-Inst. Specialist	Professional Salaries	1.0
Elisa Garcia	T. A. PK 3 yrs.	Para-Prof. Salaries	.50
Guadalupe Zavala	T.A. Pre-K 3 yrs.	Para Prof. Salaries	1.0
Jo Anne Martinez	CEI Interventionist	Para-Prof. Salaries	1.0
Jose R. Benavides	Technology Trainer	Professional Salaries	.50
Karla De Hoyois	Health Aide	Para-Prof. Salaries	.40
Sanjuanita Bondoc	Parent Liasion	Para-Prof. Salaries	1.0



## 2016-2017 Campus Education Improvement Committee

<b>Committee Role</b>	<b>Name</b>	<b>Position</b>
Administrator	Anna Aguiar	Administrator
Classroom Teacher	Araceli Briseno	Staffing Chair
Classroom Teacher	Javier Cisneros	CEIC Chair
Classroom Teacher	Emma Lopez	Planning and Goal Setting Chair
Classroom Teacher	Cynthia Molano	Curriculum Chair
Classroom Teacher	Sonia Rizo	School Organization Chair
Classroom Teacher	Juan M. Salas	Budget Chair
Community Representative	Rosalinda Garcia	
Community Representative	Sylvia Ornelas-Molina	
District-level Professional	Patricia Cisneros	
Non-classroom Professional	Cordelia Salinas	Instructional Specialist
Parent	Maria A. Cantu	
Parent	Alma Garcia	